GOVERNMENT OF INDIA
COAL
LOK SABHA

UNSTARRED QUESTION NO:1126
ANSWERED ON:07.03.2007
RATIONALISATION OF MANPOWER
Ramadass Prof. M

Will the Minister of COAL be pleased to state:

(a) Whether Coal India Ltd has undertaken the process of rationalization of manpower in the organization;

(b) If so, the details thereof;

(c) Whether a comprehensive study on manpower requirement of executives at various levels was undertaken recently;

(d) If so, the outcome thereof; and

(e) If not, the time span within which the study would be completed?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF COAL (DR. DASARI NARAYANA RAO)

(a & b): Yes, Sir. The details of rationalisation of manpower are as under:

Executive cadre employees:

IIM, Lucknow has been assigned the task of study on executive manpower planning and development process for the year 2005-06 and the next five years to focus on the following points:

1. To categorise mines, units and areas into different categories depending on their complexity with respect to geo- mining conditions as well as other complexities that may require positioning of adequate number of appropriate level of executives in that particular mine/unit/area.

2. To design suitable organization structure for each category of mine, unit and area in subsidiary companies.

3. To assess the optimal requirement of executives in different disciplines of requisite grades in all the establishments of CIL and its subsidiaries from unit level to apex level; keeping in view various statutory and administrative requirements;

4 . To draw executive manpower pyramid for each company, discipline-wise indicating manpower at each level/grade and then combine them to form executive pyramid for CIL as a whole for each discipline.

5. To super impose the existing manpower pyramid over the pyramid assessed afresh.

6. To suggest ways and means for removal of discontentment among stagnating executives.

7. To suggest ways of fitting the existing pyramid into the assessed pyramid.

Non-executive cadre employees:

Realistic assessment of manpower requirement is made and manpower budgets are made every year keeping in view, among other things, the annul action plan for coal production, OB removal, coal processing and dispatch, technology adopted, major inputs like HEMM and creation of infrastructure, growth in productivity etc. Relocation/redeployment within the area/company, training/re-training

for skill development to match with the requirement, inter-company transfer, VRS etc are some of the measures adopted for rationalization of manpower.

(c ,d & e): Yes, sir. The comprehensive study on manpower development and process is being undertaking by IIM, Lucknow which has submitted an interim report on

76.2006. A High Power Committee under Chairmanship of CMD, Cetral Mine Planning and Design Institute(CMPDI), Ranchi has been constituted in Sept., 2006 to examine the report. Sittings of the committee have already been held to facilitate IIM for shaping up the report and an interim report is expected to be submitted shortly.